



## South Suburban College Police Department

### DISCIPLINARY COMPLAINT AGAINST POLICE OFFICER TRAH DAVIS #12

DATE OF INCIDENT: OCTOBER 28, 2016

LOCATION OF INCIDENT: 15800 S. STATE STREET  
SOUTH HOLLAND, ILLINOIS

WITNESSES: SOUTH SUBURBAN COLLEGE POLICE  
OFFICERS PRESTA #22 AND BRIDGEFORTH #19  
POLICE CHIEF LEONARD CHIARO #1

DESCRIPTION OF COMPLAINT: On October 28, 2016, Officer Presta #22 observed Officer Davis #12 exit a vehicle in the visitor's parking lot at the location and walk towards the police entrance door to South Suburban College. Officer Presta #22 observed a black rifle bag over Officer Davis' #12 shoulder and notified Chief Chiaro #1. Officer Presta #22 advised Chief Chiaro #1 of the incident and that Officer Davis #12 was not qualified with the South Suburban College Police Department to carry a rifle, which Presta #22 knew as a College rifle instructor.

Chief Chiaro #1 directed Officer Davis #12 to report to the Lockup, and Chiaro #1 asked Davis #12 if he had a rifle to which Officer Davis #12 said he did. Chief Chiaro #1 informed Officer Davis #12 that he was not qualified to carry a rifle and ordered Davis #12 to put the rifle in his vehicle. Officer Davis #12 stated he had been dropped off at the location and did not have a vehicle. Chief Chiaro #1 asked Officer Davis #12 what type of rifle he had and Officer Davis #12 refused to identify the rifle. Chief Chiaro #1 ordered Officer Davis #12 to show him the rifle and Officer Davis #12 refused to comply with his order. Chief Chiaro #1 ordered Officer Davis #12 a second time to show him the rifle and Officer Davis #12 refused a second time to comply with the order. Chief Chiaro #1 informed Officer Davis #12 that he was suspended from work and sent Officer Davis #12 home. Per Department rules and regulations, Chief Chiaro #1 ordered Officer Davis #12 to surrender his Police ID. and badge. Officer Davis #12 did not have his Police Badge as required and Chief Chiaro #1 directed Officer Bridgeforth #19 to follow Officer Davis #12 home to retrieve the Police Badge. Officer Bridgeforth #19 in a Department squad car followed the vehicle that picked up Officer Davis #12 at the College, and followed a second vehicle that picked up Officer Davis #12 at a gas station at 159th Street and Halsted Street to an address in Crestwood, Illinois, which Officer Davis #12 entered and returned with the Police ID., Police Badge, and bullet proof vest, all of which he gave to Officer Bridgeforth #19, and all of which Officer Bridgeforth #19 returned to the South Suburban College Police Department.

Leonard Chiaro  
Chief Leonard Chiaro #1  
Complainant

COUNTY OF COOK )  
                    )       ss  
STATE OF ILLINOIS)

AFFIDAVIT

I, Leonard Chiaro, being first duly sworn under oath, state and depose that the matters set forth in the Disciplinary Complaint against Police Officer Trah Davis #12 are true except as to those matters set forth on information and belief, which matters I verily believe to be true.

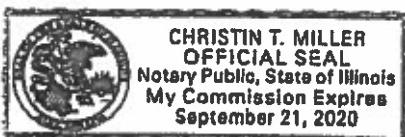
Leonard Chiaro

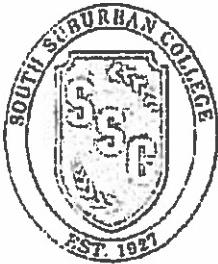
Leonard Chiaro

Subscribed and Sworn to  
before me by Leonard Chiaro  
this 16 day of November, 2016.



Notary Public  
My Commission expires  
on 9-21-2020  
(Seal)





## South Suburban College Police Department

Trah Davis  
[REDACTED]  
[REDACTED]  
[REDACTED]

Dear Officer Davis:

### NOTICE OF DISCIPLINARY ADMINISTRATIVE PROCEEDING

YOU ARE HEREBY NOTIFIED that an Administrative Proceeding under the Uniform Peace Officers' Disciplinary Act, 50 ILCS 725(2)(e), will be held on Friday, May 5, 2017 at 9:30 a.m. in the South Suburban College President's Office Conference Room. You are required to be present for this Administrative Proceeding at which time the matter of your suspension, removal or discharge as a police officer at South Suburban College will be considered and determined. You are to report to the Police Department office fifteen minutes before the hearing and you will be escorted from there to the President's Conference Room.

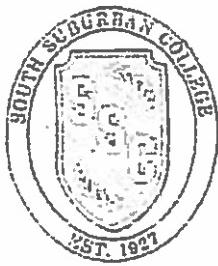
The Administrative Proceeding will be conducted by Vice President of Administration Martin Lareau. Other persons present at the Proceeding will or may be College Police Chief Leonard Chiaro #1, College Police Officers Presta #22 and Bridgeforth #19, and College Attorney Daniel Cannon. The Proceeding will be recorded and you will be given or sent a copy of the recording. You are entitled to have an attorney and witnesses present. Any statements or admissions that you make at the Proceeding may be used as evidence of your misconduct.

The Charges against you are set forth below, and the Complaint against you by the Complainant College Police Chief Leonard Chiaro #1, supported by his sworn affidavit, is included with this Notice.

### CHARGES AGAINST OFFICER TRAH DAVIS BROUGHT AS VIOLATIONS OF THE SOUTH SUBURBAN COLLEGE POLICE DEPARTMENT RULES AND REGULATIONS AS FOLLOWS:

#### VIOLATION #1

- II. Duties of Members
  - D. Sworn Officers
    - 1. Obey all laws and promptly execute all lawful orders



## South Suburban College Police Department

### **VIOLATION #2**

#### **IV. Responsibilities of Officers --**

- H. Perform all duties required or directed by law, department rule, directive or policy or by lawful order of a superior, written or oral

### **VIOLATION #3**

#### **IV. Responsibility of Officers**

- O. A request of a supervisor shall be considered an order

### **VIOLATION #4**

#### **IV. Responsibility of Officers**

- P. Responsibility for refusal to obey rests with the subordinate officer

### **VIOLATION #5**

#### **VII. Personal Appearance - Grooming and Dress**

- 1. Uniform - The official uniform shall be as prescribed by the department and shall include the following:
  - c. One badge issued by the department

### **VIOLATION #6**

#### **VIII. Property and Equipment**

- 3. Surrender of Department Property
- b. Property Return Upon Suspension. Any member of the department suspended shall immediately surrender his identification card and badge to his immediate supervisor

### **VIOLATION #7**

#### **IX. Weapons- Other Weapons**

Any officer wishing to deviate from the above listed specifications, except while engaged in range activities, marksmanship competitions, or hunting, will first obtain permission and approval from the Chief of Police

### **VIOLATION #8**

#### **IX. Weapons- Qualifications with Weapons**

All officers will be required to qualify their shooting proficiency at least once each calendar year with all weapons carried by the officer, both "on" and "off" duty. The course of fire and qualification dates are to be issued by the range instructor



## South Suburban College Police Department

### VIOLATION #9

#### XI. Rules of Conduct

Rule 7 - Disobedience of an order or directive, written or oral

### VIOLATION#10

#### XI. Rules of Conduct

Rule 8 - Insubordination which shall include, but not be necessarily limited to, any failure or deliberate refusal to obey a lawful order given by a superior or any disrespectful, mutinous, insolent, or abusive language or action toward a superior, whether in or out of the presence of the superior

### VIOLATION #11

#### XI. Rules of Conduct

Rule 9 - Disrespect to or willful maltreatment of any person

### VIOLATION #12

#### XI. Rules of Conduct

Rule 14 - Failure to wear the uniform as prescribed

Sincerely,



A handwritten signature in black ink, appearing to read "Martin Lareau". The signature is fluid and cursive, with "Martin" on the left and "Lareau" on the right, connected by a line. Below the signature, the name "Martin Lareau" is printed in a smaller, more formal font.



## SOUTH SUBURBAN COLLEGE

15800 S. State St.  
South Holland, IL  
60473-1200  
(708) 596-2000

### Board of Trustees

Frank M. Zuccarelli,  
*Chairman*  
John A. Daly,  
*Vice-Chair*  
Anthony P. DeFilippo  
Jacqueline Martin  
Janet M. Rogers  
Terry R. Wells  
Joseph Whittington Jr.  
Don Manning,  
College President

Our Mission  
Is to Serve our  
Students and  
the Community  
Through Lifelong  
Learning.

To: Trah Davis  
From: Martin Lareau, Vice President of Administration  
Date: May 15, 2017  
Subject: Results of Disciplinary Administrative Hearing

The results of the disciplinary administrative hearing held on May 5, 2017 and charges against you made by Chief Leonard Chiaro #1 are listed below. These decisions are based on the testimony and evidence presented at the hearing, which you did not attend although you were sent proper notice. Both you, and your attorney Patrick Walsh, will be sent a copy of this document and a CD recording of the May 5, 2017 Hearing.

#### Violation #1

Duties of Members  
D. Sworn Officers

1. Obey all laws and promptly execute all lawful orders.

Officer Davis failed to follow a direct order from his superior, Chief Leonard Chiaro, when he refused to show the Chief the contents of his rifle bag.

Officer Davis is found guilty of this violation.

#### Violation #2

Responsibilities of Officers

- H. Perform all duties required or directed by law, department rule, directive or policy or by lawful order of a superior, written or oral.

Officer Davis failed to follow a direct order from his superior, Chief Leonard Chiaro, when he refused to show the Chief the contents of his rifle bag.

Officer Davis is found guilty of this violation.

#### Violation #3

Responsibility of Officers

A request of a supervisor shall be considered an order.

Officer Davis failed to follow a direct order from his superior, Chief Leonard Chiaro, when he refused to show the Chief the contents of his rifle bag.

Officer Davis is found guilty of this violation.

#### Violation #4

Responsibility of Officers

**Responsibility for refusal to obey rests with the subordinate officer**

Officer Davis failed to follow a direct order from his superior, Chief Leonard Chiaro, when he refused to show the Chief the contents of his rifle bag.

Officer Davis is found guilty of this violation.

**Violation #5**

**Personal Appearance - Grooming and Dress**

**Uniform - The official uniform shall be as prescribed by the department and shall include the following:**

**One badge issued by the department**

Officer Davis failed to present his badge to Chief Leonard Chiaro when requested.

Officer Davis is found guilty of this violation.

**Violation #6**

**Property and Equipment**

**Surrender of Department Property**

**Property Return Upon Suspension.** Any member of the department suspended shall immediately surrender his identification card and badge to this immediate supervisor.

Officer Davis failed to present his badge and identification card to Chief Leonard Chiaro when requested.

Officer Davis is found guilty of this violation.

**Violation #7**

**Weapons - Other Weapons**

**Any officer wishing to deviate from the above listed specifications, except while engaged in range activities, marksmanship competitions, or hunting, will first obtain permission and approval from the Chief of Police.**

Officer David did not qualify to use a rifle or obtain permission from Chief Leonard Chiaro to deviate from the policy to bring a rifle on South Suburban College property.

Officer Davis is found guilty of this violation.

**Violation #8**

**Weapons - Qualifications with Weapons**

**All officers will be required to qualify their shooting proficiency at least once each calendar year with all weapons carried by the officer, both "on" and "off" duty. The course of fire and qualification dates are to be issued by the range instructor.**

Officer Davis was not qualified to carry a rifle.

Officer Davis is guilty of this violation.

**Violation #9**

**Rules of Conduct**

**Rule 7 - Disobedience of an order or directive, written or oral**

Officer Davis failed to follow an order by Chief Leonard Chiaro to inspect his rifle bag and the contents contained in the rifle bag.

Officer Davis is found guilty of this violation.

**Violation #10**

**Rules of Conduct**

**Rule 8 - Insubordination which shall include, but not be necessarily limited to, any failure or deliberate refusal to obey a lawful order given by a superior or any disrespectful, mutinous, insolent, or abusive language or action towards a superior, whether in or out of the presence of the superior.**

Officer Davis failed to follow a direct order from his superior, Chief Leonard Chiaro, when he refused to show the Chief the contents of his rifle bag.

Officer Davis is found guilty of this violation.

**Violation #11**

**Rules of Conduct**

**Rule 9 - Disrespect to or willful maltreatment of any person.**

No evidence was presented at the hearing that addressed disrespect or willful maltreatment of any person.

Officer Davis is found not guilty of this violation.

**Violation #12**

**Rules of Conduct**

**Rule 14 - Failure to wear the uniform as prescribed.**

Officer Davis failed to wear his badge as prescribed.

Officer Davis is found guilty of this violation.

As a result of the findings listed above, your employment as a part-time College Police Officer be terminated.

cc: President Manning  
Human Resources  
Patrick Walsh, Esq.